

Ormiston Academies Trust

Ormiston Meadows Academy

Uniform policy

Policy version control

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Contents

1. Aims	3
2. Legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	3
4. Expectations for academy uniform	5
4.1. The academy uniform.....	5
4.2. Where to purchase uniform	5
5. Expectations for the academy community	6
5.1. Pupils	6
5.2. Parents and carers	6
5.3. Staff.....	7
5.4. Governors	7
6. Monitoring arrangements	7
7. Links to other policies	7

1. Aims

1.1. This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how the academy will avoid discrimination in line with its legal duties under the Equality Act 2010
- Clarify the expectations for school uniform

2. Legal duties under the Equality Act 2010

2.1. The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

2.2. To avoid discrimination, the academy will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with a member of Senior Leadership Team via the school office on 01733 231008 or office@ormistonmeadows.co.uk who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

- 3.1. Our PTFA run a 'New to You' scheme at Ormiston Meadows Academy making uniform easy to access at much lower prices which is continually available online. This also encourages parents to bring in old uniform for use by others helping with sustainability.
- 3.2. Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniforms.

- 3.3. We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.
- 3.4. We will make sure our uniform:
- Is available at a reasonable cost
 - Provides the best value for money for parents/carers
- 3.5. We will ensure this by:
- 3.5.1. Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
- 3 branded items]
- 3.5.2. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible. We ask that Blazer and Tie for pupils in Years 5 and 6 have the school logo, all other clothing can be bought in high street shops if required.
- 3.5.3. Limiting compulsory branded items to low-cost and/or long-lasting items, such as ties
- 3.5.4. Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 3.5.5. Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- 3.5.6. Avoiding different uniform requirements for different year/class/house groups
- 3.5.7. Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- 3.5.8. Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- 3.5.9. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters
- 3.5.10. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- 3.5.11. Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- 3.5.12. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes

- 3.5.13. Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- 3.5.14. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 3.5.15. Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for academy uniform

4.1. The academy uniform

The academy uniform for Reception to Year 4 is as follows:

White polo shirt, black or grey skirt, shorts, trousers or a blue and white checked summer dress.

Royal Blue jumper, cardigan or fleece (optional academy logo).

Black shoes (no trainers), grey, black or white socks

The academy uniform for Years 5 and 6 is as follows:

Black blazer with academy logo, black or grey skirt, shorts, trousers, white shirts and royal blue tie with academy logo

Black shoes (no trainers), grey, black or white socks

Indoor PE Kit – plain T-shirt and shorts (without logos) and trainers or plimsolls. (Children maybe barefoot for some indoor activities).

Outdoor PE Kit - plain T-shirt and shorts, track suit or sweatshirt and trainers or plimsolls with no logos, stripes or football kits. A full PE kit is available from our suppliers. Swimming kit follows swimming pool guidelines.

- 4.1.1. Limited jewelry, only stud earrings, and small royal blue ribbons or clips for hair. No smart watches
- 4.1.2. School shoes should be black. There are no specifications for outer wear such as coats and bags, however they should be appropriate for all weather types.

4.2. Where to purchase uniform

- To order new uniform go to www.ormistonmeadows.co.uk and follow the link to the online uniform shop. Items can be ordered online and delivered to home address or collected from the shop. Non branded items such as polo shirts, trousers and skirts can be purchased more widely, such as from high-street retailers
- Parents/carers of current and prospective pupils can acquire second-hand uniform from the Ormiston Meadows PTFA via their online shop [Ormiston Meadows PTFA's Shop](#) which is constantly

available to all current and prospective parents. Delivery is made to the school office in a labelled bag and collected by parent at their convenience.

- School's PTFA will also provide 'Pop-Up' shops at school events such as school fetes or Parents Evenings.
- This information will be published on the school website.

5. Expectations for the academy community

5.1. Pupils

5.1.1. Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

5.1.1.1. On the school premises

5.1.1.2. Travelling to and from school

5.1.1.3. At off-site events or on trips that are organised by the school, or where they are representing the school (if required)

5.1.2. Pupils are also expected to contact a member of the Senior Leadership Team if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2. Parents and carers

5.2.1. Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

5.2.1.1. Clean

5.2.1.2. Clearly labelled with the child's name

5.2.1.3. In good condition

5.2.2. Parents are also expected to contact a member of the Senior Leadership Team via the school office if they want to request an amendment to the uniform policy in relation to:

5.2.2.1. Their child's protected characteristics

5.2.2.2. The cost of the uniform

5.2.3. Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

5.2.4. Disputes about the cost of the school uniform will be:

5.2.4.1. Resolved locally

5.2.4.2. Dealt with in accordance with our school's complaints policy

5.2.5. The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3. Staff

5.3.1. Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the principal if the situation doesn't improve.

5.3.2. Ongoing breaches of our uniform policy will be dealt with by a member of the Senior Leadership Team and parents will be contacted.

5.3.3. In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

5.4. Governors

5.4.1. The governing body will review this policy to ensure it:

5.4.1.1. Is appropriate for the academy's context

5.4.1.2. Is implemented fairly across the school

5.4.1.3. Takes into account the views of parents and pupils

5.4.1.4. Offers a uniform that is appropriate, practical and safe for all pupils

5.4.2. The governing body will also ensure that the school's uniform supplier arrangements give the highest priority to cost and value for money

6. Monitoring arrangements

6.1. This policy will be reviewed annually by the Senior Leadership Team. At every review, it will be approved by the full governing body.

7. Links to other policies

7.1. This policy is linked to our:

- Behaviour policy

- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Charging and remissions policy (for any references to charging)